

July 6

no. 9

Independence Day <sup>2072</sup> for  
Disabled Civilians



FEDERAL SECURITY AGENCY





# July 6<sup>th</sup>

IS INDEPENDENCE DAY

## for Disabled Civilians

*An Anniversary Message  
from MICHAEL J. SHORTLEY, Director  
Office of Vocational Rehabilitation  
Federal Security Agency*





FEDERAL SECURITY ADMINISTRATOR

WASHINGTON

JULY 3, 1947.

DEAR MR. SHORTLEY: I take great satisfaction in marking the fourth anniversary of the enactment of Public Law 113 by the Seventy-eighth Congress; this legislation placed in our hands powerful tools for our work on behalf of physically and mentally handicapped civilians. I am proud to note from an audit of your activities which I recently completed that our progress in vocational rehabilitation has been steady and self-evident since July 6, 1943, a date which promises to be long remembered as a milestone in the emancipation of the disabled.

I congratulate you as Director of the Office of Vocational Rehabilitation, on your successful efforts thus far in planning and carrying out at the Federal level the present-day program to aid disabled men and women of working age to overcome job handicaps. I know that the accomplishments of the Office of Vocational Rehabilitation during the past 4 years will serve as a guidepost to even more outstanding achievements in the future.

To be continuingly successful, vocational rehabilitation requires teamwork—teamwork that extends right into the homes of our people. The extent of cooperation between the Federal Government and the various State governments is measured by the fact that this program has expanded until today it embraces each of the 48 States, the District of Columbia, Alaska, Hawaii and Puerto Rico, with a total of 87 separate agencies providing counsel and guidance, medical services, training for jobs and job placement for the physically, visually and mentally handicapped.

But we must also continue to have the backing and active support of private organizations and individuals who are interested in bridging the gulf between dependency and self-sufficiency which confronts so many disabled men and women.

There is a very definite need for utilizing the services of private agencies in getting this job done; without their help our efforts could not be fully effective.

It is gratifying to learn that since July 6, 1943, the Office of Vocational Rehabilitation has striven unceasingly to enlist the aid of interested private and public groups and to date has entered into cooperative agreements with 18 such organizations. I am very happy to see that these agreements are live, healthy instruments and that your Office and the organizations with which it has joined forces did not rest with the signing of pacts but continued in active working relationships.

It is unnecessary for me to tell you that, in spite of the advances which the State-Federal program of vocational rehabilitation has made since 1943, there still remains a task of tremendous proportions. I am informed that as of this very moment there are at least 1,500,000 disabled men and women in the United States who are eligible for services; this number increases each year by 200,000. If and when we wipe out this backlog and keep abreast of the annual increment, we will increase the financial wealth of our country by some \$2,000,000,000 in wages and goods produced each year.

Certainly that is a profitable goal to aim for—and not only from a financial standpoint. The return in morale restored, bodies salvaged, homes saved, men and women transformed from dependency into self-sufficiency—that is a return which we will never be able to measure in dollars and cents.

Again, my congratulations on a mission which has been well conceived and well executed thus far and my confidence in continuing success for the years ahead.

Sincerely yours,

WATSON B. MILLER,  
*Administrator.*

## JULY 6TH— INDEPENDENCE DAY FOR DISABLED CIVILIANS

In the past 4 years—under a new charter of human rights for this Nation's disabled civilians—our American democracy has salvaged the work abilities, indeed the right to the pursuit of happiness, of more than 160,000 handicapped men and women, boys, and girls. We will not know exactly how many more than 160,000 until the final efforts of the past fiscal year have been assayed.

Just how dramatic this story is, just how wide the range of service, just how important to America's future, can be told in four simple and brief "case histories," four dramas of the human fight for the right to work, for the right to dignity, for the right to pursue happiness.

A 13-year-old girl, badly paralyzed, spent more than 10 years in a wheel chair in a home, occupied principally by the aged, simply because there was no other place for her. She is now 23. Her State vocational rehabilitation agency found her. Tests revealed that she had the intelligence quotient of a genius. That was a few months ago. Today she is walking. Soon she will go to college. Her future as a researcher appears most bright.

Near the other end of the mental range was an old woman. She has a diseased heart and arthritis. She suffers from obesity. Her condition was such that any work entailing physical strain would endanger her life. Yet she could not be trained for work involving physical exertion. The solution? Her State vocational rehabilitation counselor found for her what is probably the only job that she could hold. She impersonates an old "Mammy," sits in a motor-driven rocking chair as a window display for a business enterprise. She makes enough money to live. She's happy . . . and useful.

A farm couple, middle-aged, fell on evil fortune. The man's back was injured so that he could not work. The wife's foot was so badly deformed that she could stand and do her housework only by placing one

knee on a chair. Their children's opportunity for schooling had gone; they were needed to scratch a bare existence from the run-down farm. Ahead there seemed to be nothing but public charity for the family, uneducated adulthood and restricted opportunity for the growing boys and girls. The State vocational rehabilitation agency was informed. A simple operation repaired a disc in the man's back; he's working his farm successfully. Another operation straightened the woman's foot. She walks easily now, does her housework, and tends her garden. The children are in school. The couple is paying for the farm.

A strong and mechanically talented youth was lost in a blizzard. He lost both hands and both feet through freezing. The State vocational rehabilitation agency rescued him from abject despair and uselessness. He wears two artificial feet, two artificial hands. He's a skilled and successful mechanic. He dances, bowls, roller skates, plays pool. And he makes top wages as a mechanic.

## PHYSICAL RESTORATION LACKING IN PAST

Before 1943, it is improbable that these day-in, day-out miracles of rehabilitation could have been accomplished; certainly little of the necessary physical reconstruction was being provided.

Today we are observing the fourth anniversary of the national law that greatly expanded the services necessary for the restoration of the disabled to the fullest possible physical, mental, vocational, social, and economic usefulness.

So, for more than 1,500,000 disabled Americans there are two Independence Days. As truly as July 4 is Independence Day for 140,000,000 of us, July 6 is Independence Day for the 1,500,000—and for all those who in future years may lose their ability to work through injury, illness, or through congenital causes.

July 6 marks the fourth anniversary of a new charter of human rights for the disabled. It marks the effective date of Public Law 113 of the Seventy-eighth Congress, the Barden-LaFollette amendments to the Vocational Rehabilitation Act of 1920.

What is this law? Why do we have it? What does it do? How does it work? What is its value? What has it accomplished? What is its future? How does it affect me? How does it affect my family? What does it mean to my community? To my State? To America?

## TIME TO EVALUATE NATIONAL PROGRAM

This fourth anniversary appears to be an appropriate time and occasion for raising these questions, and for answering them.

While the vocational rehabilitation law was born of war, it is intended primarily for the rehabilitation of the civilian disabled. Special provision is made under other legislation for veterans of our armed forces. In 1920, the Congress, in recognition of the unavailability of an adequate trained working force, and in recognition of the fact that many persons with physical handicaps had abilities which, with proper training, could be of great value to our Nation, passed a law providing for a Federal-State partnership in the vocational rehabilitation of civilians. This provided some funds, on an irregular basis, and these were primarily for training the disabled. There was no provision for removing or reducing through physical restoration the disability, which prevented the handicapped man or woman from working.

## PRESENT STRENGTH ACHIEVED GRADUALLY

From time to time this law was strengthened, principally by providing funds on a regular and assured basis to the State vocational rehabilitation agencies. But still there was no provision for removing or reducing through physical restoration the disabilities which interfered with the productive capacities of the handicapped.

Then, with America in the midst of the greatest of all struggles, scraping the bottom of her manpower barrel, both for productive and fighting activities, the Congress took strong affirmative action by passing the Barden-LaFollette amendments.

Provision was made for the reduction or removal of the crippling and hampering conditions that prevented more than 1,500,000 of America's otherwise capable men and women from earning their own way, from contributing to their nation's productiveness and wealth. This provision applied not only to physical disabilities, but to those of emotional origin. Direct provision for rehabilitation of the blind was made also. Mean-

while, the other services were continued, so that the State and Federal Governments now have a partnership program of vocational rehabilitation which provides virtually any service necessary to restore, develop or preserve the working abilities of any man or woman who is hampered in earning a living through a physical or mental handicap—regardless of its origin.

## IT'S GOOD BUSINESS TO SAVE ABILITIES

In effect, the Congress made—and implemented—this declaration:

It not only is inhumane to permit our disabled men and women or boys and girls of working age to waste their lives, in idleness, in dependency, in frustration, in uselessness—it is poor business.

Our country, on which so many millions depend for production and strength, cannot afford, in conscience, to waste its greatest wealth and treasure, human lives, with their productive potential and their power to add strength to the Nation. Our country cannot afford this as a civilized, humanitarian Nation; we cannot afford this waste, as a world economic power.

So, here is a law "to provide for the promotion of vocational rehabilitation of persons injured in industry or otherwise, and their return to civil employment."

## OVER 100,000 RECEIVING SERVICES

This law, with companion State legislation, today is serving as the instrument through which more than 100,000 physically or emotionally handicapped men and women are receiving services which will make them self-sustaining, independent, constructive, contributing members of society. These men and women are in every State, in the District of Columbia, in Alaska, Hawaii, and Puerto Rico. And the number to whom services are provided is increasing steadily.

For some of them, all the services available under the national and State laws may be necessary. For others, only one or two simple services may be required to put them on their feet. For most, however, various combinations of services are required. In each instance, all services, all efforts are pointed toward one

objective: to put this disabled man or woman on the self-supporting job that is best for him or her.

## COMPLETE RANGE OF SERVICES

The range of services is extensive. The States provide the following:

- (1) Medical examination—In all cases—to determine the extent of the disability, to discover any hidden disabilities, and to determine the work capacity.
- (2) Medical, surgical, psychiatric and hospital care—To remove or reduce the disability.
- (3) Artificial devices—Limbs, trusses, hearing aids, etc., as necessary, to increase the ability for work.
- (4) Individual counsel and guidance—To help the disabled person select and attain the right job objective.
- (5) Training for the right job—In schools, on-the-job, by tutor, by correspondence, or otherwise, to enable the disabled person to do the right job well.
- (6) Maintenance and transportation—During rehabilitation, as necessary.
- (7) Customary tools, equipment, and licenses—When financial need exists.
- (8) Placement on the right job—A job within physical or mental capacities.
- (9) Follow-up—To make sure the rehabilitated man or woman makes good.

For medical examination, counsel and guidance, training, placement and follow-up, the disabled man or woman pays nothing. For the other services, public funds are used to the extent of the client's inability to pay.

## TREMENDOUS INCREASE IN NUMBERS SERVED

That these services—and notably the medical and related services—are being provided on a rapidly broadening basis is clearly discernible from a glance at the comparative records for 2 years.

In the fiscal year, 1946, the number of disabled civilians who received hospitalization increased by 103.2 percent over the

preceding year; in the first three-quarters of the 1947 fiscal year the total receiving such services stands at 118.6 percent of the total for the preceding full year.

Similarly, medical, surgical, and other treatment increased 92.3 percent in 1946 and the first three-quarters of the 1947 fiscal year show 134.8 percent of that full year's record.

The first three-quarters of the 1947 fiscal year recorded the supplying of prosthetic appliances to 119.8 percent of the full 1946 fiscal year total. The three-quarter figure on diagnostic examinations for 1947 stood at 107.9 percent of the full 1946 fiscal year total.

Some of the previously established services did not show such marked increases, but in no category of necessary case services did the vocational rehabilitation system fail to exceed the records for the comparable period of the preceding year.

Unquestionably the increase in the numbers of persons receiving these services must be reflected in a parade of more soundly prepared men and women from the ranks of the disabled into the growing army of gainfully employed workers.

It is a matter of pride that a majority of the States have embraced the new opportunities afforded by the enactment of the Barden-LaFollette amendments to increase the effectiveness of their efforts to restore or bring the handicapped to self-sustaining status. This has been done in several ways.

As the increase in necessary case services, as shown above, will demonstrate, there has been a great acceptance of the opportunity to reduce or remove the disability, with increasing effectiveness for more and more of the disabled.

The increase in the numbers who actually are receiving rehabilitation services demonstrates also the increased efforts of the States to extend their most helpful services to the greatest number of disabled persons possible with their staffs. These staffs are being improved, strengthened, and augmented steadily, so that we may look forward to serving—and serving more effectively—much greater numbers of disabled in future years.

## COMMUNITY SERVICES ALWAYS ESSENTIAL

The scope of vocational rehabilitation services extends beyond the functions of any one of the five programs—counseling and guidance, medical care, subsistence, training for jobs and job placement—necessary to the rehabilitation of disabled persons.

For example, the vocational rehabilitation program authorizes the purchase of medical service yet it does not administer a medical care program; it authorizes the provision of all types of educational services without operating or maintaining a program of education; it requires the placement of disabled persons in jobs but does not administer or operate a public-employment agency. It is plain to see, then, that the coordination of a wide variety of community services in terms of the individualized needs of a disabled person is fundamental to the successful administration of a program of vocational rehabilitation.

We in vocational rehabilitation keep constantly in our minds and hearts the premise that the democratic way of life demands equal opportunity for all and requires that each of us contribute in proportion to his capacity. The States provide vocational rehabilitation—with Federal aid—because it is in line with American ideas of justice and good business to help the disabled to help themselves.

## MORE REMAINS THAN IS LOST

Most disabled persons can work efficiently if prepared for jobs compatible with their physical condition, aptitudes, and abilities. A man with a leg amputation can do anything at a bench or desk that an able-bodied man of equal skill can do. A man with an arm amputation may be a competent salesman, draftsman, or lawyer—to mention but a few occupations open to him. The deaf person is handicapped only in communication and not in the skilled use of mind and hands. Tuberculosis ex-patients and persons with heart defects are limited only in performing heavy manual labor and not in the duties of lighter skilled vocations. The blind compensate their loss of vision by quickened

perception, power of concentration, and manual dexterity. In fact, nearly every disabled person has far more vocational assets than are lost through his impairments, and it is only needed to develop his remaining skills and capacities, through physical restoration and vocational training, to the point of economic usefulness.

Frequently, the very fact of impairment acts as a spur to accomplishment when the individual realizes that he may compensate for the defect and gain success in a feasible type of activity.

Society benefits by the employment of the disabled in the utilization of talents and abilities the Nation cannot afford to waste. History records the contributions to science, literature, and governmental affairs made by men and women with physical limitations. And there is a further tangible benefit in the lessened burden of public relief.

The social and humanitarian dividends of vocational rehabilitation are hard to measure unless one has a means of translating mended bodies, happy homes, and friendly community spirit into dollars and cents.

## ECONOMIC VALUE CLEARLY PROVED

The economic returns are easily demonstrated—and impressively. Here are the facts:

First.—The expanded vocational rehabilitation programs are eliminating a great amount of dependency. The cost of maintaining a disabled person in idleness runs between \$300 and \$600 a year. It costs, on an average, \$400 to rehabilitate him.

Second.—The programs are increasing the productive manpower of the Nation. Approximately 75 percent of the clients who were rehabilitated during the 1946 fiscal year were unemployed at the time services were started. Many of the others were in danger of losing their jobs or were working below their best levels because of disabilities. Approximately 16 percent of the rehabilitants had never worked before.

Third.—The program increased the yearly earned income of the group rehabilitated in the 1946 fiscal year from an estimated \$11,000,000 before rehabilitation to an estimated \$56,000,000 after rehabilitation, more than 400 percent.

Fourth.—Thousands were converted from tax-consumers into tax-producers, a saving to the community and their country.

Fifth.—The employment of these rehabilitants is bound to bolster the morale of those able-bodied observers of today who may be the disabled of tomorrow.

## QUALITY SERVICE AIDS ALL DISABLED

There is no question that the quality of the preparation given the individual rehabilitant will affect the progress of the program, because we know that each properly rehabilitated and properly placed man or woman, by his success, opens the doors of employment to others.

In that knowledge, we have the conviction that we are doing a good job for the employer as well as for the person we rehabilitate. Many studies of the job performance of handicapped persons have been made. One of these, made by the Office of Vocational Rehabilitation, demonstrates:

Handicapped workers come to work regularly—55 percent of those surveyed were absent less frequently than nonhandicapped workers; 40 percent had the same absentee record and only 5 percent had worse.

Handicapped workers stay on the job longer—records show that 82 percent stayed on the job longer than the nonhandicapped; 16 percent had records as good as the completely able-bodied; only 1 percent had worse records.

Handicapped workers are equally as efficient, slightly better—66 percent ranked equal to the able-bodied; 24 percent were better and only 10 percent were worse.

Handicapped workers have better safety records—56 percent had fewer accidents than the nonhandicapped; 41 percent had records as good, and only 2 percent had worse.

The foregoing facts give substance to the position of vocational rehabilitation workers, i. e., do not segregate disabled persons but assimilate them into the working population; do not set them apart from society as a group for whom special privileges must be sought.

## **“PARTNERSHIP” IS WORD FOR FEDERAL-STATE PROGRAM**

As stated previously, the Federal-State program of vocational rehabilitation is “a partnership.” It is a partnership since it unites two parties in a common undertaking. Ours is a healthy, going concern, and a growing concern.

The States maintain their autonomy under the partnership. They actually operate and administer their programs. Through the States Vocational Rehabilitation Council, which serves as the official advisory body to the Office of Vocational Rehabilitation, they furnish much valuable assistance and advice.

At the present time, for instance, various committees of the States Vocational Rehabilitation Council are studying major rehabilitation problems in cooperation with the Office of Vocational Rehabilitation. Thumbnail sketches of some of the committees and the assignments they are pursuing follow:

### **COMMITTEE FOR THE EVALUATION OF A VOCATIONAL REHABILITATION PROGRAM**

- (1) Studying the extent to which the State has organized and staffed its program to meet the size and nature of the rehabilitation job;
- (2) Studying the effective utilization of community resources;
- (3) Evaluating the quality of case work services and the extent to which rehabilitation services are made to all handicapped persons who are legally eligible for vocational rehabilitation;
- (4) Studying the provision of staff supervision and on-the-job training;
- (5) Studying records and reports in a State program.

### **COMMITTEE ON BUSINESS ENTERPRISE ACTIVITIES**

- (1) Studying the type and variety of business enterprise programs suitable to the blind and other disability groups;
- (2) Establishing minimum standards for setting up the most frequent types of business enterprise programs;
- (3) Developing criteria for selecting locations for various types of business enterprises;
- (4) Investigating the administrative or legal conditions which interfere with developing business enterprise programs.

## COMMITTEE ON STAFF DEVELOPMENT

- (1) Analyzing the activities and responsibilities of the rehabilitation counselor;
- (2) Studying activities and duties actually being performed by the rehabilitation counselor;
- (3) Determining what knowledge and skills are necessary to the performance of duties inherent in the counseling job;
- (4) Studying methods and sources which might be used in preparing personnel for vocational rehabilitation and in improving the knowledge and skills of those engaged in the program.

In addition, there are other committees at work on similar problems.

### SOME FACETS OF AID TO STATES

On our part, in addition to supplying financial grants to the States, we in the Office of Vocational Rehabilitation serve the States in many different fields. Among other projects, orientation institutes for State personnel, consultative services for public information programs, special techniques in counseling the blind and special techniques in the rehabilitation of the tuberculous, and service in the fields of State organization and management are provided.

An important development of recent months is the establishment of summer courses in vocational rehabilitation at Pennsylvania State College and Colorado A. & M. College. One of our staff members will take leave of absence to conduct the course at Penn State.

Since the number of new personnel entering the program in a particular State at any one time was relatively small, and in order to expedite the induction of new workers, the Office of Vocational Rehabilitation organized and conducted orientation institutes on a regional basis.

Since January 1944, there have been 33 such orientation institutes, attended by 998 persons from all States and Territories, except two. These institutes emphasized orienting personnel to the basic principles, techniques and methods inherent in counseling and rehabilitation casework. Subject matter

included completeness of case study, interpretation of case data in terms of vocational significance, vocational diagnosis, counseling and the utilization of various kinds of services in overcoming employment handicaps.

Special techniques in counseling the blind were covered in institutes which included much of the material of the orientation institutes but with major emphasis on application of casework principles. Three such institutes were held attended by 89 counselors from 11 States.

## GREAT INDUSTRIES HELP IN MOVIE

An OVR service to the States which has been well received was the production of a 16-millimeter sound-color motion picture entitled, "Comeback." Strongly emphasizing the States' part in the vocational rehabilitation program, "Comeback" demonstrates, through documentary presentation, the processes used in helping disabled civilians to overcome job handicaps.

Cooperating in the production were the Ford Motor Co., the Western Electric Co., Caterpillar Tractor Co., and the Bulova Watch Co.

Comments from the coproducers were as follows:

From Ford Motor Co.: "'Comeback' presents an excellent and convincing argument on behalf of handicapped persons as good workers."

From Western Electric Co.: "Apart from the important central message of 'Comeback,' the fund of information it gives on the work being done by State vocational rehabilitation agencies will be of great public interest and value."

From Dr. H. A. Vonachen, medical director, Caterpillar Tractor Co.: "'Comeback' is an excellent picture and represents an important step toward fostering local community action on behalf of the rehabilitation and employment of handicapped persons."

From Bulova Watch Co.: "'Comeback' is one of the most intelligently handled films of its kind. The picture is certain to do a good job."

We are extremely happy to report that "Comeback" has reached a peak audience of 30,000 persons a month. Audiences have included employers, doctors, civic leaders, union officials, educators, and others.

The following are a few of the reactions which have been volunteered:

Carlos Gattis, Harrison, Ark.—Showing to 100 at Lions Club:

"Secured an industrial placement for a blind person from a business man in the audience as a result of showing the picture."

Mark Hampshire, Dodge City, Kans.—Showing to 125 at Kiwanis Club:

"This film is the best method yet devised to educate the general public regarding the processes of rehabilitation. It obtains interest, holds attention, causes questions to be asked and leads to referrals."

Director Marlow B. Perrin, Columbus, Ohio—Five showings to Department of Education, Industrial Commission, Ohio State University, Employer and Employee Committee of Safety Congress, State convention of PTA. (Approximately 500 persons):

"Reactions in all instances have been most favorable with requests now coming in for local showings."

Director C. L. Eskelson, S. Dak.—Showing to 125 in State legislature:

"This was an excellent opportunity to show the film and thus present the services of Vocational Rehabilitation. Audience reaction: Excellent."

## RADIO SERVICES TO STATE AGENCIES

We are now engaged in furnishing the States with a series of 13 radio transcriptions, entitled "David Felton, Counselor," which dramatize situations involving men and women with physical and mental handicaps to show how the principals overcome their disabilities to find suitable jobs. We have received some 300 requests from the States for the full series of recordings.

In addition to the radio and motion picture, the States soon will be receiving three new pamphlets to assist them in acquainting the public with vocational rehabilitation.

In our efforts to stimulate public understanding of the Federal-State program of vocational rehabilitation, we are mindful of the following statement in the House Subcommittee's Report on Aid to the Physically Handicapped:

"The general public needs to be educated to accept the physically handicapped worker. The employer needs to be told of his abilities, his record of attendance to duty, his loyalty, his low-accident rates, and his excellent production record. Small businesses and factories need to be given service in matching the physical requirements of their jobs with the physical capacities of physically handicapped applicants for work. Small establishments cannot afford to maintain personnel departments of sufficient technical skill to give this service to the physically handicapped worker. \* \* \*

"Public prejudices against the physically handicapped is one of the things which must be dealt with if the physically handicapped are to be granted the opportunity for normal lives. The subcommittee was told, for example, that many visitors to an exhibit of blind workers at the New York World's Fair were afraid to shake hands with the blind workers. The general misunderstanding and misinformation about many disabilities adds an extra burden to the lives of these physically handicapped people. \* \* \*

"Parents and families of the physically handicapped need more information than they are apt to be given by overburdened and unevenly distributed doctors and welfare workers.

"There is a need for the physically handicapped themselves to be informed about the services which are set up for their benefit. This information has not been widespread, partly because the facilities for rendering service have been strained to capacity without advertising the fact of their existence. As services are expanded, and can better meet the problems with which they are to deal, it is important that provision be made for informing the disabled what their rights are and what services are available to them."

## JOINT ACTION IN SETTING STANDARDS

The Federal Office has worked closely with the States in formulating standards of services to insure not only that Federal funds are spent in accordance with the law but also that the disabled persons whom the program is to benefit are adequately served. These standards have been of two general types—basic minimum standards which all States must attain, and recom-

mended or ideal standards which are used by the States for improving the quality of services to the disabled.

A primary method of insuring that basic minimum standards are met is examination of the State plans submitted by the States. These plans describe the proposed methods of operation and to that end describe the standards that are to be observed.

In addition to the basic statements in the approved State plans, the Federal Office has prepared, after consultation with the States, standards relating to specific areas of the program. State programs are surveyed and reviewed with a view to serving more disabled persons in a more effective manner.

Other program areas of types of services for which standards have been prepared are (1) prevocational, personal adjustment training, and employment training; (2) the confidential nature of case data and methods of safeguarding the confidentiality of the information; (3) principles and procedures for determining the amount of financial assistance to be given clients to enable them to take training, physical restoration, or other services needed to prepare for employment; (4) eligibility; (5) closing cases; (6) reopening cases.

Standards were prepared in accord with the following basic principles. If a supervisor is to carry out his responsibility for training his counselors for better performance, he must have a systematic way of proceeding. First, he must break the employee's job down into its parts. Second, after the job is broken down into workable parts he must judge the employee's ability to do each of these parts. In deciding whether the employee can "do the job well enough" the supervisor must know how well "well enough" is.

The standards of performance serve this purpose of indicating how well "well enough" is. Thus, they serve an important function in staff development, in the continuous process of improving the services that are made available to disabled persons.

## PROGRAM PIONEERING IN TRAINING BLIND WORKERS

We estimate that there are approximately 28,500 blind persons living in rural areas who can be rehabilitated and engage successfully and profitably in some phase of farming.

Recognizing the desirability of bringing the number of rehabilitations more nearly in line with the potential, the Office of Vocational Rehabilitation for the first time in history organized and conducted a training institute for rural specialists for the blind. It was conducted at Clarksville, Ga., last October and November, with trainees from eight States participating.

No attempt was made to teach scientific farming. Instead, our instructors concentrated on finding as many operations on and about the farm—harvesting, care of livestock, processing and canning of produce, general farm maintenance, use of tools and equipment—as could be performed successfully and profitably by persons whose visual deficiencies came within the definition of blindness.

In connection with the program for the blind, the Office of Vocational Rehabilitation also has conducted—and plans to hold others in the future—training institutes for industrial employment counselors and commercial specialists.

The industrial institute at Baltimore was another “first.” It not only was the first of the kind ever staged but was unique in that large industrial concerns cooperated by permitting us to use their plant facilities and personnel to instruct State placement specialists, who were blind themselves and who, after mastering various machine operations, would train and place blind clients. Similar institutes later were held at Atlanta and Chicago, with 66 trainees from 32 States attending.

It is most gratifying to report that to date approximately 120 employers have cooperated with our industrial institutes by allowing the trainees to be brought into the plants for observation and training on actual jobs in process. In addition, vocational schools in each city have participated by making their shops available for training and observation.

The commercial institutes feature training courses for qualified blind men and women so that they may engage successfully in retail commercial activities. Another is planned this summer here in Washington for State personnel from Vermont, Rhode Island, Virginia, West Virginia, Delaware, Florida, Mississippi, Illinois, Iowa, Missouri, Wyoming, Montana, Utah, California, and Hawaii.

The course includes instruction in the legal basis for our

Business Enterprises Program; organization and principles of business operation; economics of retailing; and participation in training methods and work on vending stands.

## A. A. W. B. PRAISES EFFORTS FOR BLIND

We were pleased to obtain the following expression of appreciation of our efforts from Mr. Alfred Allen, secretary-general of the American Association of Workers for the Blind, New York City:

"The American Association of Workers for the Blind has watched with increasing appreciation the steady growth and development of the services of the Office of Vocational Rehabilitation and has been particularly inspired by the expanding services in behalf of the blind. \* \* \* With the enactment of legislation setting up the Office of Vocational Rehabilitation, a new day dawned for the blind and they and those who serve them were able to take a new lease on life, convinced at last that at one and the same time the blind would gain a respected place in society as self-supporting citizens and that the heavy burden of their care would be lifted from the shoulders of the taxpayers."

## PUBLICATIONS FOR PROGRAM PERSONNEL

A booklet is being printed, and will soon be available for distribution, on "Psychological Tests for Use With Blind Adults in Vocational Rehabilitation." The booklet is published in response to numerous requests from State agencies for vocational aptitude tests which may be used to improve the vocational diagnosis of the individual's aptitudes, interests, and personality characteristics.

Based on a review of professional literature dealing with the psychological testing of the blind, it is intended for the use of rehabilitation counselors and supervisors who desire information about psychological measurements which may be used with their clients. The tests have been selected on the basis of their value, availability, and applicability to rehabilitation.

Another project recently inaugurated, which we feel will be mutually beneficial to Federal and State personnel, is a periodical

entitled "Rehabilitation Abstracts." As the word "abstracts" indicates, the periodical contains digests of articles which have been published in a wide variety of professional journals.

A periodical such as "Rehabilitation Abstracts" has long been needed. Vocational counselors in the performance of their duties must have or acquire technical knowledge and skills in several professional fields and keep abreast of developments constantly taking place in these fields. However, the majority of counselors seldom have sufficient time to read the numerous journals carrying information suited to their needs and interests.

To eliminate the time-consuming task of each counselor's reading a large number of publications, a number of Federal and State staff members each have agreed to review a leading journal, digest articles of interest and submit them as approximately 15-line abstracts to the Federal office for editing and publishing. "Rehabilitation Abstracts" is published bimonthly.

## FUNDS INCREASE 185% SINCE 1944 FISCAL YEAR

We feel that, just as a growing business can take pride in its services to the community and the credit which redounds to itself as a result, the Federal-State partnership can be proud of its accomplishments of the past 4 years. As we have indicated previously, our record is one of constantly increasing—and constantly improving—service. In fiscal year 1944, the first year of operation under the Vocational Rehabilitation Act Amendments of 1943, the total expenditures made by the States for Vocational Rehabilitation amounted to \$6,371,992.12. Of this amount \$4,051,551.26 was expended from Federal funds and \$2,320,440.86 from State funds. Of the total amount expended during the year \$3,400,679 was expended for such rehabilitation services as examinations, treatments, hospitalization, prosthetic devices, training, training materials, and occupational tools, and equipment purchased for clients.

There has been a continuing and steady gain in both the funds made available for rehabilitation and the volume of services rendered to clients. It is estimated that the total expenditures

for the fiscal year 1947 will amount to \$18,209,681. This is an increase of approximately 185 percent over the expenditures for 1944. Of the total expenditures for the year it is estimated that the Federal share will be \$13,750,600 and the States share \$4,459,081. Of the total expenditures for the year it is estimated that \$10,034,200 will be expended for services such as examinations, treatments, hospitalization, prosthetic devices, training, training materials, and occupational tools and equipment purchased for clients. This is an increase of approximately 195 percent in expenditures for such purposes over the fiscal year 1944.

## DISABLED NEED EXPANDED FACILITIES

While we are happy to be able to report that our progress has been steady since July 6, 1943, we do not wish to convey the impression that we feel that operating peak has been attained. Far from it! There are at this very moment at least 1,500,000 men and women of working age who are eligible for, but who are not receiving, the benefits of the Federal-State program of Vocational Rehabilitation.

Community facilities from which services will be purchased are needed—especially facilities for the severely handicapped, who require combinations of medical, psychiatric, psychological, and similar types of care as well as physical and occupational therapy.

For just a moment, we would like to consider the areas in which facilities and services are insufficient to meet the needs of the disabled. There is need for:

1. Physical rehabilitation and reconditioning facilities which would provide such services as physical and occupational therapy.
2. Facilities for treatment of epileptics through the newer methods of drug therapy.
3. Mental hygiene and psychiatric clinics—and personnel for staffing them.
4. Sufficient facilities for training amputees in the use of artificial limbs.
5. Hospital beds.

6. Facilities for testing and fitting hearing aids.
7. Facilities for conditioning the blind.
8. Sheltered workshops.

Commenting on the shortage of facilities, the House subcommittee's report on Aid to the Physically Handicapped points up the picture in the following statement:

"The physically handicapped and the chronically ill feel acutely the present shortage of hospital facilities. It is estimated that we are without at least 60,000 beds we need for the proper care of the tuberculous. Convalescent care, less expensive than hospital care, is entirely inadequate for sufferers from heart diseases, rheumatic fever, and other disabilities which respond to prolonged rest. Clinics for the examination of workers and school children are inadequate. The toll of deaths from cancer and tuberculosis would be cut greatly if means were found to secure early detection of the diseases. \* \* \* We need, then, not only hospital facilities, but rehabilitation centers, convalescent facilities, and facilities for preventive medical work."

## COMMUNITY PARTICIPATION VITAL FOR SUCCESS

We have described the working relationship which exists between the States and the Office of Vocational Rehabilitation. Our interests are common; our problems are common; our successes are common.

Our relationship might be likened to that of members of a family. We not only have dealings with one another, but, still using the analogy of the family, also with our next-door neighbors, with the folks on the same block, and with others in the community. The importance of community contacts in family life is well known; so it is in vocational rehabilitation.

In the case of the Federal-State program, community contacts are those which we make with the numerous voluntary and public organizations, medical groups, welfare agencies, schools, and individuals interested in the welfare of the disabled. These are the contacts which help us to accomplish our mission. It would be difficult to overstress their importance.

The Office of Vocational Rehabilitation welcomes every opportunity to expand its contacts in the fields which bear on its reason for being: helping disabled men and women of working age to overcome physical or mental handicaps which are disadvantages to suitable employment.

Rehabilitation is partly an educational process through which the disabled person arrives at an ultimate goal: adjustment to his physical or mental limitations, his family, his work, and the community in which he lives. It takes into account his physical condition and abilities and explains them to him in terms which he can apply to day-by-day living. But it is not a one-way street. If the disabled individual is to accomplish his goal, the community, especially employers, must help to achieve an understanding of the real abilities of the disabled person and the social and economic gains to be accomplished through his rehabilitation.

This means that every citizen of the community has—or should have—a part in the total rehabilitation program; all are—or should be—doing rehabilitation work of some kind; all are—or should be—educators of a kind. To have full value, however, the work of all must be properly channeled and properly integrated—and to a considerable extent that means medical services as well as counseling, guidance, training and placement.

## PUBLIC UNDERSTANDING CAN MEAN SUCCESSFUL PROGRAM

Fundamental in the rehabilitation process is reaching the disabled person early in the period of disablement so that restoration services may be started before he is unduly subjected to the disintegrating effects of idleness. The longer the period between disablement and the start of restoration services, the more difficult and costly the latter become.

We are anxious, therefore, that all community organizations, both public and private, which deal with the handicapped, should know of the services provided through the Federal-State program of vocational rehabilitation. In turn, we are anxious to utilize facilities of all private and public agencies which provide adequate services needed in the rehabilitation program.

Since 1943, the Office of Vocational Rehabilitation has followed a policy of community cooperation by enlisting the support and seeking the advice of public and private organizations. To promote the interchange of information and experience and

to encourage maximum use of needed community facilities, we have:

Entered into cooperative agreements with 18 voluntary and private agencies (others are in process of formulation);

Enlisted representatives of labor, management, medical groups, educators, clergymen, businessmen, social welfare agencies, services to the blind and others whose interests are closely related to the problems of the disabled for service on advisory committees;

Served in advisory and consultative capacity to other public and voluntary agencies and organizations engaged in related programs;

Cooperated with international organizations and representatives of foreign governments in exchanging information and experience.

A detailed report of our activities in these fields seems to be indicated at this point.

## COOPERATIVE AGREEMENTS WITH PRIVATE AND PUBLIC GROUPS

We have developed formalized agreements with public and voluntary agencies which influence directly services to handicapped persons at the operating level. Basically these agreements provide for:

- (1) Mutual referral of cases;
- (2) Effective utilization of the services of respective agencies;
- (3) Staff development;
- (4) Exchange of information;
- (5) Development of joint operating programs.

Agencies with which we have entered into cooperative agreements and the provisions of these agreements follow:

BUREAU OF PUBLIC ASSISTANCE, FEDERAL SECURITY AGENCY—designed to prevent any possible confusion or duplication of effort in those cases where the individual is disabled and also is receiving public assistance. In such cases the Bureau of Public Assistance through State agencies assumes major responsibility for the case grants for public assistance and the vocational rehabilitation service assumes major responsibility for training, physical restoration, and placement.

CHILDREN'S BUREAU—provides not only for the prompt referral of crippled children when ready for rehabilitation, but also for joint planning of services in those cases where both agencies extend services.

**UNITED STATES PUBLIC HEALTH SERVICE**—Provides for referral of war-disabled merchant seamen for vocational rehabilitation. The rehabilitation of merchant seamen is a Federal financial responsibility.

**BUREAU OF OLD-AGE AND SURVIVORS INSURANCE**—provides for the referral of war-disabled civilians. Public Law 113 recognizes as a Federal financial responsibility the rehabilitation of persons enrolled in the protective services injured in line of duty. (The OASI bureau is responsible for paying disability insurance to such persons.)

**WAR SHIPPING ADMINISTRATION**—established to provide for the referral for vocational rehabilitation of enrollees of the United States Maritime Service and cadet-midshipmen of the United States Merchant Marine Cadet Corps and State Maritime Academies. Since the Federal Government, under PL 113, assumes full financial responsibility for rehabilitating these persons, it is necessary that their names be certified to the States.

**UNITED STATES EMPLOYMENT SERVICE**—to stimulate referrals of employment office registrants to rehabilitation. Another purpose is to coordinate the services of the two agencies with respect to placement. It provides that the two agencies work closely in scheduling employer contacts, developing employer acceptance, and exchanging data and experiences on employer contacts.

**BUREAU OF EMPLOYEES COMPENSATION** (formerly **UNITED STATES EMPLOYEE'S COMPENSATION COMMISSION**)—designed to stimulate referral of all employees of the Federal Government who are injured in line of duty.

**SELECTIVE SERVICE SYSTEM**—was entered into for referral of persons rejected for military service because of disability. It was particularly helpful, during the war years, to reexamine the needs of rejected registrants in the light of the new rehabilitation services available under PL 113 and in the light of the demands of war industries for civilian workers.

**AMERICAN HEARING SOCIETY**—stimulates cooperation between the State rehabilitation agencies and the 115 local societies for the hard of hearing which are affiliated with the American Hearing Society. With copies of the agreement all State vocational rehabilitation agencies were provided a list of the local societies, their addresses, and an indication of the type of equipment they have and the services they provide.

**NATIONAL INDUSTRIES FOR THE BLIND**—designed for coordination of the various efforts to provide rehabilitation services to the blind. The National Industries for the Blind is a national central purchasing and sales agency for all of the workshops for the blind.

**NATIONAL TUBERCULOSIS ASSOCIATION**—to stimulate

referrals from tuberculosis sanatoria and from various health services to State rehabilitation agencies. The agreement provides for a plan of cooperation between the technical staff of the Office of Vocational Rehabilitation and the Field Service of N. T. A. The N. T. A. actively consults with State and county associations which in turn work closely with State and local rehabilitation offices. It is important therefore, that the initial planning and promotion from the respective national offices be coordinated.

**NATIONAL ASSOCIATION TO CONTROL EPILEPSY**—formulated primarily to stimulate the efforts of the States to provide service to this long-neglected group. Agreements with other national and State organizations for the control of epilepsy are in process.

**FARMERS HOME ADMINISTRATION**—to effect a closer relationship between rehabilitation counselors and the County offices of FHA throughout the Nation. This has been singularly effective and referrals of disabled farm persons have been greatly increased. Moreover, mutual planning in individual cases is effective; the physical restoration and training provided by vocational rehabilitation is coordinated and integrated with the FHA's program of services to help the farmer (in this case, a disabled farmer) to become a farm owner.

**NATIONAL ASSOCIATION OF THE DEAF**—formulated to stimulate referrals and cooperation between the State rehabilitation agencies with the State and other organizations of the deaf affiliated with the National Association of the Deaf.

**NATIONAL ASSOCIATION OF GOODWILL INDUSTRIES, INC.**—to outline a pattern of effective cooperation between State rehabilitation agencies and the local goodwill industries which are operated in many cities throughout the Nation. The agreement promotes the use of goodwill industries for certain needed services for the severely disabled.

**VETERANS ADMINISTRATION**—to stimulate effective cooperation between State and local vocational rehabilitation units of the civilian program and corresponding units of the program for veterans of World War II.

**NATIONAL FRATERNAL SOCIETY FOR THE DEAF**—to encourage State divisions of vocational rehabilitation to develop specific working relationships with the field facilities of the National Fraternal Society for the Deaf.

**NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS**—to stimulate referral of persons who have visual impairments but who are not blind. The statement of general principles of cooperation is accompanied by a list of all State and local agencies and organizations working in the field of sight conservation and prevention of blindness. Methods of working out effective plans of cooperation at the local level are outlined.

## **ADVISORY GROUPS HAVE IMPORTANT ROLE**

The Office of Vocational Rehabilitation will continue to rely heavily on the following advisory groups:

**NATIONAL REHABILITATION COUNCIL**—composed of representatives of the major national public and voluntary agencies and organizations interested in the vocational rehabilitation of disabled civilians. This committee serves in an advisory capacity to this office on matters of policy and program operations. Representation includes 29 leaders in health, education, welfare, industry, labor, special disability groups and services, consumers and the State agencies.

**PROFESSIONAL ADVISORY COMMITTEE**—made up of representatives of the medical specialties most actively concerned with the rehabilitation of the disabled who advise OVR on policy, programs, planning and development of physical restoration services. The committee is composed of 18 representatives of medicine, hospital service, psychiatry, nursing, medical and psychiatric social work, occupational and physical therapy and medical education.

**STATES VOCATIONAL REHABILITATION COUNCIL**—represents the administrators of the 87 agencies cooperating with the Office of Vocational Rehabilitation and serves in an advisory capacity in the formulation of Federal policies and standards in day-to-day operations with the States.

**NATIONAL COMMITTEE FOR THE SEVERELY DISABLED**—composed of seven national leaders in the fields of workshops, physiotherapy, occupational therapy and other areas of the vocational rehabilitation program. This committee aims to analyze the special needs of the severely disabled, catalogue the various community facilities required to meet these special needs and suggest methods by which new facilities or improvements in established facilities may be accomplished; also conducts research into improved methods and techniques for bringing to the severely disabled the special aids which have been denied them in the past. (This committee was formerly sponsored by the National Society for Crippled Children and Adults, Inc. Its initial report will be issued next month.)

## **OVR SERVES WITH OTHER AGENCIES**

The Office of Vocational Rehabilitation has frequently been called upon to serve in an advisory and consultative capacity to other public and voluntary agencies and organizations engaged in programs related to the welfare of disabled persons.

During the tenure of the Retraining and Reemployment Administration, the Office of Vocational Rehabilitation was represented on several major committees. This representation included the preparation of specific assignments for committee review and use and the distribution of completed documents throughout the Nation. The specific committees were as follows:

Federal Interagency Committee on the Employment of the Physically Handicapped, Subcommittee, Public Information.

Federal Interagency Committee Relating to Statistics on Retraining and Reemployment, Subcommittee for the Physically Handicapped.

Interagency Committee on Rehabilitation Services for the Severely Disabled.

Criteria and Standards for On-the-job Training.

Advisory Council of the Retraining and Reemployment Administration.

Interagency Committee on Vocational Counseling.

With the termination of the Retraining and Reemployment Administration the following Committee programs and activities are assigned to the Office of Vocational Rehabilitation:

Subcommittee Relating to Statistics for the Physically Handicapped.

Interagency Committee on Rehabilitation Services for the Severely Disabled.

In 1945, the National Research Council, Division of Engineering and Industrial Research and Division of Medical Sciences, acting for the Committee on Medical Research of the Office of Scientific Research and Development in cooperation with the Secretaries of War and Navy, established a Committee on Prosthetic Devices. The functions of the committee are—

1. To assist the Army, Navy, and Government rehabilitation agencies in the early procurement of the best prostheses now obtainable to meet the present emergency.

2. To initiate and carry on a research and development program with the ultimate objective of providing the best artificial legs and arms, particularly for those who have sustained loss of these members in war; as a concomitant, to develop artificial limbs generally to a high degree of excellence in design, structure and performance, with such standardization as may be practicable.

The Office of Vocational Rehabilitation has been represented on this important committee since its inception.

## BARUCH COMMITTEE, AMERICAN HEARING SOCIETY

Upon the completion in 1943, of a survey of the needs for development of teaching and research in physical medicine on a national scale, Mr. Bernard M. Baruch established in April 1944, a permanent committee on physical rehabilitation and reconditioning. The Office is represented on this committee. The publication of the Baruch plan for a rehabilitation center is illustrative of the activities of this committee.

Since 1943, this Office has had official representation on the board of directors of the American Hearing Society. This society has worked very closely with the Office of Vocational Rehabilitation and the State agencies in providing adequate services to the hard of hearing.

In November 1946, the American Council on Education appointed a special committee to study problems of disabled veterans and civilians enrolled in American schools and colleges. This Office serves in an advisory capacity to this committee.

Additional committees on which the Office of Vocational Rehabilitation is represented are:

Membership Committee, Division of Counseling and Guidance, American Psychological Association.

Personnel Research Advisory Committee, Federal Security Agency.

Subcommittee on Compensation for Service-Connected Injury or Illness, Council of Personnel Administration.

## OVR COOPERATION IN MANY SPECIAL PROJECTS

Mindful that cooperation is a dual proposition, the Office of Vocational Rehabilitation consistently tries to follow a policy of not only seeking assistance from others but also of assisting others. In this connection we have in the past four years engaged in many special projects with other public and private agencies which have been related to the furtherance of the vocational rehabilitation program.

A brief recounting of some of the undertakings will be of interest. We wish to emphasize, however, that the projects

which are described in the following paragraphs are but a few of the host of undertakings to which we have been party.

#### NATIONAL TUBERCULOSIS ASSOCIATION

The Office of Vocational Rehabilitation cooperated with the National Tuberculosis Association in surveys of sanatoria in Missouri, Maryland, Oklahoma, North Carolina, and New York.

The National Tuberculosis Association cooperated with this Office in planning and conducting six regional institutes on special techniques for the rehabilitation of the tuberculous for State agency personnel.

The two agencies, OVR and NTA, collaborated in the writing of a special pamphlet explaining to persons with a history of tuberculosis and those receiving medical care in sanatoria the services available under the Federal-State program of vocational rehabilitation. This pamphlet will be distributed to every patient in every sanatorium throughout the Nation, out-patient clinics and every agency and service connected with the tuberculous.

#### NATIONAL INDUSTRIES FOR THE BLIND

In cooperation with the National Industries, this Office conducted a study of training and employment opportunities in sheltered workshops for the blind affiliated with National Industries. The results of this study were used to stimulate relationships between workshops for the blind and State agencies administering rehabilitation services to the visually handicapped.

#### AMERICAN FOUNDATION FOR THE BLIND

In cooperation with the Foundation this Office planned and conducted three regional institutes for State persons on counseling and guidance techniques for use with the adult blind.

#### RANDOLPH-SHEPPARD PROGRAM

Effective July 1, 1946, responsibility for the administration of the Randolph-Sheppard Act was assigned from the Office of Education to the Office of Vocational Rehabilitation. As a means of increasing the opportunities for blind persons to oper-

ate reading stands in public buildings, this Office is establishing specific agreements with the following:

Public Building Administration, Federal Works Agency.  
United States Post Office Department.  
Department of Agriculture.  
United States Public Health, Federal Security Agency.  
Veterans' Administration.  
War Department.  
Navy Department.  
United States Treasury Department.

#### AMERICAN HEARING SOCIETY

In cooperation with this society, the Office of Vocational Rehabilitation made a survey of the services and facilities maintained by the local chapters of the American Hearing Society. A directory is being prepared of hearing aid consultation services throughout the Nation. The American Hearing Society is cooperating with this Office in the development of standards and facilities for testing and fitting hearing aids, lip-reading, speech correction, and voice improvement.

#### B'NAI B'RITH

At the present time this Office is working with the youth guidance officers and the women's supreme council in planning a Nation-wide drive for the employment of the handicapped.

#### AMERICAN MEDICAL ASSOCIATION

Our relationship with the American Medical Association has been truly gratifying. Dr. Carl M. Peterson, chairman of the American Medical Association's Committee on Industrial Health, is a member of both our National Rehabilitation Council and our Professional Advisory Committee, and Dr. Henry H. Kessler, who is chairman of the American Medical Association's Committee on Rehabilitation, is our consultant in orthopedics and prostheses. In addition to the benefits we have received from the advice of these two doctors, we have also received immeasurable assistance from the American Medical Association in that the AMA is distributing our newly published pamphlet,

"The Doctor and Vocational Rehabilitation for Civilians," to each of its 150,000 members.

#### ASSOCIATION FOR THE ADVANCEMENT OF RESEARCH ON MULTIPLE SCLEROSIS

This association is studying multiple sclerosis—a chronic nerve disease in which a patchy destruction of the nervous system occurs—in order to stimulate and support research into its cause and effective treatment. The Office of Vocational Rehabilitation is cooperating by analyzing selected data for the association.

#### NATIONAL COMMITTEE FOR MENTAL HYGIENE

This group's division on rehabilitation is conducting a 2-year survey of the rehabilitation of men and women whose mental or emotional problems have constituted employment handicaps. The New York, Connecticut, and Michigan State vocational rehabilitation agencies, as well as this Office, are collaborating in the project.

#### UNITED STATES MARINE HOSPITAL AT FORT STANTON, N. MEX. FOR TUBERCULOSIS

This is a hospital for merchant seamen. We are interested in establishing special facilities to the patients of Fort Stanton in order that they may receive the vocational rehabilitation services.

#### NATIONAL INSTITUTION FOR HANSEN'S DISEASE

Recognizing the need of persons with Hansen's disease for rehabilitation services, we are cooperating with the Louisiana State agency and the National Institution in initiating a program of vocational rehabilitation for in-hospital patients who may be discharged as arrested and fit for employment.

#### NATIONAL MEETINGS AND CONFERENCES

The Office of Vocational Rehabilitation and the State agencies have presented and described the program of Vocational Rehabilitation to numerous professional and service organizations interested in the disabled. A partial list of these organizations includes:

## UNIVERSITIES

Columbia University  
Ohio State University  
University of Illinois

University of Wisconsin  
Penn State College  
University of Chicago

## MEDICAL ORGANIZATIONS AND INSTITUTIONS

American Congress of Physical Medicine  
American Medical Association  
Association of Military Surgeons  
Catholic Hospital Association of United States and Canada

Menninger Clinic  
Sixth Annual Congress on Industrial Medicine  
Various State Medical Societies

## WELFARE AND SOCIAL WORK GROUPS

American Association Schools of Social work  
American Public Welfare Association  
American Schools of Medical Social Work

National Conference of Catholic Charities  
National Conference of Social Work  
Various State Conferences of Social Work

## ASSOCIATIONS AND ORGANIZATIONS TO PROMOTE OR PROVIDE SERVICES TO SPECIAL DISABILITY GROUPS

American Association for the Hard of Hearing  
Committee for the Care of Jewish Tuberculous  
National Association to Control Epilepsy  
National Foundation for Infantile Paralysis  
National Society for Prevention of Blindness

## EDUCATIONAL, PSYCHOLOGICAL, AND VOCATIONAL GUIDANCE ORGANIZATIONS

American Psychological Association  
American Vocational Association  
International Council for Exceptional Children

## MISCELLANEOUS

Conference of Governors and State Rehabilitation Officials  
National Council on Rehabilitation  
National Safety Council

## PLENTY TO DO, COOPERATION INVITED

The relationships of the Office of Vocational Rehabilitation with private and public agencies have been presented here in some detail. We are cooperating with groups and individuals in our own and related fields.

Actually the number of contacts which have been made are a mere fraction of the number that can be made. We would like work with many other organizations; we hope others will want to work with us. We feel that, while we may have made a good start in the right direction, we have a long distance to go before we arrive at that point when we will be doing the kind of a job to which the disabled are entitled.

There are many organizations interested in the disabled. The fact that the number of disabled men and women has been growing constantly for generations will give each of us more than enough work to handle. There is room for everybody in the good boat "Vocational Rehabilitation." By pulling together, we shall win together.

There is plenty for everyone to do, who wishes to help. In the words of the House Subcommittee on Aid to the Physically Handicapped:

"The needs are many: We need better artificial limbs. We need better hearing aids. We need better visual aids. We need to know what the causes of deafness are, and how to cure deafness. We need a magnifying device for the use of people with severe visual handicaps, so that they may read ordinary print. We need more knowledge about the effects of noise on hearing loss. We need to know the causes and cures of some of the ophthalmological conditions leading to blindness. We need to know the cause and remedy of cerebral palsy. We need to know better ways to teach the deaf to communicate with the hearing public. We need to know how to turn ordinary print into recognizable sound so that the blind may have the whole range of news and literature at their disposal.

"We need to know more about the causes and prevention of accidents—not only in factories, but on the farm, in the home, and on the highway. We need to know the cause and cure of

cancer. We need to find a specific medicine for tuberculosis. We need to learn much more than we know about rheumatic fever, and how to save its victims from permanent heart damage."

## LONG-RANGE OBJECTIVES WILL REQUIRE TEAMWORK

In the field of vocational rehabilitation, we hope that those who already stand at our side—plus as many others who will join us in the years ahead—will help us to realize these long-range objectives:

1. More complete public understanding of the Federal-State program of vocational rehabilitation—especially by the disabled themselves and employers.
2. Raising of standards of performance in such technical fields as counseling, specialized training, methods of adjustment for normal activities in the workaday world.
3. Enlistment of increasing numbers of professionally trained and experienced workers in this and related programs.
4. Research by special groups—and encouragement of this research—by those interested in medical aspects in rehabilitation, prosthetic devices, techniques of placement, and management-worker relationships and others.

We face no small task. We will give our all and we will not fail in our duty to the disabled.

We invite the help of all interested groups and individuals to the end that we may assist disabled men and women to attain, in the words of the Declaration of Independence, the "equal station to which the laws of Nature and of Nature's God entitle them."

MICHAEL J. SHORTLEY,  
*Director, Office of Vocational Rehabilitation.*







